

**Lake County School District
Superintendent Search – 2020**

POSITION OVERVIEW

At its meeting on February 12, 2020, the School District Board of Directors adopted the following criteria, standards and profile characteristics for use in the Superintendent search.

Who Are We?

Community

- Small, rural, agricultural/natural resource based community located in southeast Oregon
- Strong parent and community support for district
- Abundance of nearby outdoor recreational opportunities
- The district and community have a family-like atmosphere
- The community is the county seat and regional center for Lake County
- Largest employers are federal, state and local government along with school district and hospital
- Terrific annual Lake County Roundup and Fair
- Recently upgraded regional hospital located in Lakeview
- Strong community youth programs, e.g., Little League and 4H

District

- Dedicated and collaborative staff of teachers working together
- Small class sizes
- Strong community support for sports teams, arts and music
- Close relationships between students and staff
- Foundation-awarded college scholarships available for qualifying students
- Strong agriculture and CTE programs
- Wide-range of dual credit classes available with Klamath CC, OIT and others
- School based arts, music and sports in middle school and high school

What's Next?

- Upgrade district facilities and pass a capital improvements bond
- Address issues related to student safety and security
- Focus attention on recruiting and retaining highly qualified staff
- Improve positive student behavior, safety, and respect for fellow students
- Devote more resources for student access to mental health services
- Establish leadership consistency and longevity

Minimum Job Requirements

The Board requires the Superintendent to be a strong educational leader who has the following professional experience and training:

- A current Oregon administrative license with an authorization for all levels, superintendent's endorsement or a transitional superintendent license;
- Successful experience as an educational leader and administrator;
- In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets transitional administrator or exceptional administrator licensure requirements;
- Other qualifications as determined by the Board.

Preferred Leadership Skills & Candidate Profile

- Builds collaborative working relationships among staff, parents, community and Board
- Is highly visible and involved in the schools and community
- Understands the needs of a small, rural and somewhat remote school district
- Has a background in the classroom and other administrative experiences
- Willing to make a long-term commitment to this school district and community
- Demonstrates solid budgeting skills and understands Oregon school finance
- Brings an empowering leadership style to lead the staff and students to success
- Builds partnerships with families, community, local businesses and government agencies
- Brings new ideas and is willing to listen respectfully to others' opinions
- Willing to make difficult decisions when needed and follows through to implementation
- Has excellent verbal and written communication skills
- Willing to hold himself/herself and staff accountable for high standards and success
- Has knowledge/experience with capital improvement bond passage and implementation
- Helps develop and implement a district-wide vision for students, staff and overall district success
- Serves as mentor and instructional leader for staff